

**SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



**ITEM: 3.17  
(ID # 16871)**

**MEETING DATE:**  
Tuesday, July 27, 2021

**FROM :** HUMAN RESOURCES AND RUHS-Medical Center :

**SUBJECT:** HUMAN RESOURCES AND RUHS-MEDICAL CENTER: Classification & Compensation Recommendation to adjust the salary of the Surgical Technician classification; and amend Ordinance No. 440 pursuant to Resolution No. 440-9213 submitted herewith, All Districts. [Total Cost - \$367,858, 100% Department Budget]

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Approve the recommendation to adjust the salary of the Surgical Technician classification; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9213.

**ACTION:Policy**

Brenda Diederichs, Assistant CEO / Human Resources Director

7/19/2021

Jennifer Cruikshank, Chief Executive Officer - Health System

7/19/2021

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Perez, seconded by Supervisor Spiegel and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended, and that Resolution 440-9213 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez, and Hewitt  
Nays: None  
Absent: None  
Date: July 27, 2021  
xc: HR

Kecia R. Harper  
Clerk of the Board

By:   
Deputy

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<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost:</b>
<b>COST</b>	\$ 177,136	\$190,722	\$367,858	\$190,722
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS: Department Hospital Funds</b>			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 21/22</b>	

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

The Riverside University Health System-Medical Center's (RUHS-MC) mission is to improve patients' and communities' health and well-being through exceptional and compassionate care, education, and research. RUHS-MC Surgical Operations currently has 318 acute medical surgical beds performing approximately 9300 surgical procedures each year. RUHS-MC provides services in all major fields of general surgery and the surgical subspecialties, including thoracic surgery, vascular surgery, surgical ICU, and subspecialty services in urology, plastic surgery, otolaryngology, neurosurgery, orthopedic surgery, gynecological surgery, and ophthalmology surgery. RUHS-MC is a Level 2 trauma center and most of the patient population is indigent, with a substantial minority of patients representative of the non-indigent county population.

The RUHS-MC Perioperative Services requested a market survey on the Surgical Technician classification to determine its position in the surrounding market and whether there is justification for increasing the salary based on current market conditions. Over the past 6 years, the department has experienced increased turnover rates for Surgical Technicians. In 2019 the rate was at approximately 30% and in 2020 the turnover rate was at 18.9%. Recent recruitment efforts have not been successful in filling vacant positions which have impacted critical services provided by the Medical Center. The Department is also reporting that they are on the verge of losing more of their current staff and report that this is due to the salary.

The results of the market survey showed that the County of Riverside is approximately 9.14% below the market mean at the minimum rate and 15.13% below the mean at the maximum rate. The market survey included Los Angeles County, San Bernardino County, Ventura County, and data from the 2019 Hospital Association of Southern California (HASC) report and PayScale. The data from the HASC report and PayScale database provided additional market data allowing for a more accurate assessment of the classification's position in the market. Based on the findings it is recommended that the Board approve an adjustment to the Surgical Technician classification.

**Salary Adjustments:**

**Surgical Technician:** It is recommended to adjust the salary plan/grade from SEU 143 (\$39,035 - \$51,957) to salary plan/grade SEU 175 (\$42,961 - \$61,215). There are currently

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thirty-six (36) incumbents in this class. In order to enhance retention and preserve internal equity, the department has requested that all current incumbents receive an immediate 9.14% increase in their salaries. The across the board salary increase maintains the salary spread between those more junior and senior staff and maintains equity across all current staff regardless of placement in the salary plan/grade. This will also prevent newly hired Surgical Technicians from coming at rates inequitable with more experienced staff.

**Impact on Residents and Businesses**

Approval of this recommendation will have no direct impact to residents or businesses.

**Additional Fiscal Information**

Increasing the salary range of Surgical Technician classification will result in an immediate approximate cost of \$177,136 and includes benefits. This is the cost for granting all the incumbents a 9.14% increase. The department has stated that the immediate costs will be covered by their department budget and will not require NCC. This will not require a budget adjustment.

**Attachments:**

- A. Surgical Technician Market Survey
- B. Resolution No. 440-9213

  
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Meghan Hahn, Administrative Analyst                      7/19/2021

# External Market Survey Data

## Surgical Technician - Through 2021

Riv Co Class Code: 57757

Jurisdiction	Title	Job Code	Union	Min Salary	Max Salary	Spread
Los Angeles County	<a href="#">Surgical Technician</a>	5111	MOU	\$45,240	\$60,912	34.64%
Orange County	<i>No comparable classification</i>	N/A				
San Bernardino County	<a href="#">Surgical Technician</a>	15034	MOU	\$37,438	\$51,381	37.24%
San Diego County	<i>No comparable classification</i>	N/A				
Ventura County	<a href="#">Operating Room Technician II</a>	1402	MOU	\$37,379	\$57,074	52.69%
2019 HASC Report - Inland Empire	Surgical Technician	1005		\$40,643	\$58,323	43.50%
2019 HASC Report - Orange County	Surgical Technician	1005		\$51,064	\$75,421	47.70%
2019 HASC Report - San Diego	Surgical Technician	1005		\$47,507	\$71,302	50.09%
PayScale - 50th % (30.49% Spread)	Surgical Technician			\$41,456	\$54,093	30.48%
	County Mean:			\$42,961	\$61,215	42.49%
	County Median:			\$41,456	\$58,323	40.69%
<b>Riverside County</b>	<a href="#">Surgical Technician</a>	57757	MOU	\$39,035	\$51,954	33.10%
	Dollar difference from Mean:			<b>-\$3,926</b>	<b>-\$9,261</b>	
	Percentage difference from mean:			<b>-9.14%</b>	<b>-15.13%</b>	10.0576 17.8253
	Dollar difference from median:			<b>-\$2,421</b>	<b>-\$6,369</b>	
	Percentage difference from median:			<b>-5.84%</b>	<b>-10.92%</b>	

Notes: **PayScale:** Used as comparables LA County, OC County, San Bernardino County, San Diego County. Used 50th% with a 30.49% spread.

**Los Angeles:** Per MOU, no scheduled future salary increases.

**San Bernardino:** Factored in the scheduled on July 31, 2021 of 2.5% to the top and bottom of the range.

**Ventura:** Factored in scheduled increase on December 26, 2021 of 2.0% at the minimum and maximum of the range.

Run Date: 5/14/2021

Date Prepared/Revised: 5/14/2021

By: DP

RESOLUTION NO. 440-9213

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on July 27, 2021, that pursuant to Section 8(c) of Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative the beginning of the pay period following approval, as follows:

<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
57758	Surgical Technician	SEU 143	SEU 175

ROLL CALL:

Ayes: Spiegel, Jeffries, Washington, Perez and Hewitt  
Nays: None  
Absent: None  
Abstained:

The foregoing is certified to be a true copy of a resolution duly adopted by said Board of Supervisors on the date therein set forth.

Kecia R. Harper, Clerk of said Board

By   
Deputy

07.27.2021 3.17

/kc

07/19/2021

440 Resolutions\KC